



SMOKING POLICY

PM-62-13

Section: 62-00, MISCELLANEOUS PERSONNEL POLICIES

PURPOSE & SCOPE

Medical evidence has established that smoking is harmful to the health of those who smoke and equally as harmful to those who come in contact with secondary smoke. Both instances serve as significant factors in the rising costs of medical insurance.

The City's goal to provide a healthful work environment for its employees supports the establishment of the instant policy. This policy applies to all employees of City Government regardless of Division or employment status, including Boards, Agencies, and Commissions under the authority of the Mayor.

This policy also applies to all visitors in City facilities.

POLICY:

Smoking, including electronic cigarettes, e-cigarettes, person vaporizer products, is prohibited in all enclosed areas of City of Memphis Government facilities and in all City vehicles or other equipment owned by the City.

It is incumbent upon management to administer this policy fairly and to post this policy on all employee bulletin boards under their supervision.

Violation of this policy by City employees shall be considered a major infraction and shall be cause for disciplinary action up to and including termination.